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for programmers and analysts

Job scene not so bleak, says CDI

READER Mrs A. M. Smith wrote to this page (CW, September 4) about her problems in finding a job following a programming course at the Control Data Institute.

She complained that, although assured of a 98 per cent chance of employment, after three months and 160 applications, she was still unsuccessful. She also claimed 50 per cent of her fellow students were in the same plight.

CDI now reply to these criticisms:

"After reading your letter in Computer Weekly, I felt for the benefit of existing and potential TOPS students, who may now be severely worried about their chance of employment, that we should get the record straight.

"Firstly you claimed that 50% of your fellow graduates are still unemployed. All those who graduated along with you have been found employment.

"You also failed to mention that less than two months after you completed the course, you wrote to inform us that you had decided to return to teaching and had accepted a teaching post.

"While CDI still maintains a placement rate in excess of 90%, we freely admit that, given the current economic climate, it is taking longer for our graduates to obtain jobs. Yet those with the determination to begin a career in the computer industry do, as is evidenced above, succeed."

JULIE BURROWS
Control Data Institute
Birmingham.

CONFERENCES

InfoTech's Show of the Art Review '80 will be held in London from November 26-28. It is designed for senior data processing people and covers all areas of computing. Events include sessions on future systems, software life cycle and the information industry. Further information is available from Maureen Nichols, InfoTech, Nicholson House, Muldehead, Berks. Tel: (0628) 39101.

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as such," he said of his first few weeks in the new job. "I was given a manual before I joined and that gave me a basic idea, excuse the pun, of the language.

Finding out

"I spent a couple of days playing, finding out how the machine works - because I'd come from a mainframe to minis - and then I was set some minor programs to write."

He explained that several new programmers were asked to write the same program accepting a name and adding it to the file, to set up an index.

"The idea was to teach us how to use a file, which is completely different in Basic. We all tried various ways, and we were allowed to collaborate."

Terry added: "But I know there is an access facility which gets round these difficulties." Another problem is that it's a more mathematical language than Cobol. I find it simpler to use too, more precise and not as ambiguous as Cobol."

What about any difficulties or disadvantages?

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Did Terry think it would be easier to convert a second time? "Oh yes. Having converted once you begin to see some of the possible variations, I'm very glad I made the switch, for many reasons - the company, the type of work, and the language."

"If Basic proves successful, there is no reason why it should be extended to other parts of the local community."



Honeywell's David Youens introduces his students to DP via video terminals.

Thought about converting?

HAVE you thought of converting? Not your lost, but you. With the twin evils of recession and redundancy ravishing the job market, it may become necessary for programmers to be more flexible about changing machines and languages.

One who has recently faced conversion, from Cobol to Basic*, is Terry Croker who joined Semiosystems of Sudbury on September 1. The company supplies mini and micro hardware and software packages to the smaller businesses in East Anglia.

Terry has become one of a department of 22 programmers and analysts/programmers and will spend a good deal of his time on site, giving user support for mainly commercial systems. To cope with the 'travelling' involved, Semiosystems supplied him with a car - one of the attractions of the job to Terry.

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TERRY Croker was given no formal training for his conversion from Cobol to Basic; he was given a manual to study prior to joining Semiosystems of Sudbury, Suffolk.

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OP SPOT**Going online**

Operator Andrew Clark has recently returned from a 10 month contract in Belgium where he was working on a Nato project. He spent much of his free time writing a 60,000 word book called *Quest For A Legend*.

This is an account of an expedition to India to search for the world's largest fresh water fish, the giant mahseer. The three man team managed to hook the largest specimen for 32 years when they hooked a 52lb whopper. Not satisfied with this, he is making a return trip to break the 100lb barrier.

Clark is pictured here with his guide, Sumar, with a 77lb and a 45lb mahseer. He says: "My experiences of computers didn't help me at all." He is now looking for a publisher for his book and working with Resource Technology.

**'Storm troops' for the ops room**

SOMEONE is in a panic because a program completed three months ago still hasn't had its first run. A programmer's insistence for hands-on testing has caused a number of programs to be rescheduled out of sequence.

The daily Master File update, which is run twice a week anyway, has failed for the umpteenth time and the users have not had any output for three days.

Does this sound familiar to you?

According to Peter Easton, an associate director of CMG (City of London), such chaos "is typical and is often not the fault of the operators." CMG has a team of troubleshooters which is frequently amazed at the mess operators are forced to work with.

A recent four month assignment had CMG unravelling a big tangle at the mainframe installation of a large insurance company. The brief, to advise and produce im-

proved standards of operations, sounded simple.

In practice it meant coming to grips with the problems created by inadequate processing power and memory, lousy documentation and staff problems. One of the first changes was the sacking of the operations manager.

Delays

Even though the computer was running 24 hours a day seven days a week there were still serious delays with user output. Thus for the first time, the operators could see what files were being created, updated and read. According to CMG this is a necessity.

To help programmers set up test runs, CMG wrote a testing run sheet which holds more detailed information than the live run sheet. Programmers during hands-on testing had become the rule at the site. CMG locked the door on them.

Locked out

"The only programmer," says Easton, "who should have access to the computer room is the systems programmer. Hands-on testing is a waste of time."

Once the operations department was receiving more information from the programming department, ICL was produced. This reduced run errors and run time. Jolts were set up quickly and the operators had more time to check the control systems generated to

away with and CMG finished the project by considering an increase in the number of production runs per week.

Dealing with the information explosion

THEIR is a pile of paper to testify that the information explosion is with us. Computers generate reams of the stuff. It is obvious that most people don't trust the invisible writing on tapes, discs and the like and still feel a need for the reassurance of print out.

I've got a fair idea of what happens to the 92,000 copies of Computer Weekly produced every week but what about all the paper spewing out of your printers?

All correspondence should be in sealed brown envelopes and will be dealt with in the strictest confidence.

Does it go to the dustbin, does the management grab it or have you got an arrangement with a local day rag and home man?

I'd be interested to hear of any tips you might have to pass on to other tips about the cloak and dagger business of lugging used paper.

The mainframe solution would be to install a real time system, such as arithmetic capability, a Cobol interface and better database management to enable retrieval by key word or strings or blocks of text.

The overall aim was to make it an even more general system that would help to run an office, rather than just doing a collection of jobs. This would apply to all computing facilities by the 90s, he thought.

Having got the operations department under control CMG scrutinised more technical aspects. The use of supplied software was investigated such as Sort and File Dump/Restore. CMG claims to have improved efficiency all round.

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PEOPLE and EVENTS

Data Logic MD is new CSA president

THE PRESIDENT of the CSA (Computer Services Association) for the coming year has been elected. Alan Thomas, managing director of Data Logic, succeeds J. G. Donaldson.

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A prize-winning Fellow of the Institute of Cost & Management Accountants, Thomas is also a Chartered Engineer.

ICS staff run for charity

A TEAM of runners from ICS Computing in Ireland has completed a charity marathon from Fairhead in the North to Mizen Head lighthouse in County Cork.

The 10-mile relay took 52 hours 52 minutes, with the team running day and night. The 25 runners, from the Belfast, Dublin and Cork branches of ICS, included deputy managing director Nelson Miller, who according to the company was the "driving force" behind the run.

The charities to benefit from the



Pictured left in Nick Faldo, who won the NCR National Long Driving Golf Championship with a drive of 306 yards, 1 foot 9 inches. He was awarded £1,500 and the Gold World trophy. The trophy was presented by Rex Fleet, managing director of NCR, the Championship sponsor. The Championship is organised by Gold World, in aid of the Golf Foundation.

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Dave English has left Data Recall, where he worked as a programmer in the software department, to research the architecture of multi-instruction multi-data computing systems at the University of Newcastle-upon-Tyne.

He is Heinz Schlegel, chairman of the management board of Datavox (data processing organisation of tax advisors) and Eugene White, chairman of Andahl.

Bob Lindon has changed his position as support manager for the Southern branch of Redifon Computers, to Northern Regional support manager for the company.

John Millard is manager of the London insurance division of BIS Software. He was previously manager of the company's office in Hong Kong.

Kate Whitaker has been appointed associate director of MECPR. She was previously in charge of press relations with Centronics.

Office of the Year Award

ENTRIES for the Office of the Year 1981 Award are now invited. Organised by the Institute of Adminstrative Management, the competition is aimed at users of the office, those who have responsibility for providing and using the accommodation. It is concerned with the office interior, rather than the shell itself.

Judges are looking at three main factors:

the way in which the office

Board increases

THE BOARD of directors of Triumph-Adler AG für Büro und Informationstechnik has been increased from 12 to 20, and among the people recruited to the board are two specialists of the information processing industry.

They are Heinz Schlegel, chairman of the management board of Datavox (data processing organisation of tax advisors) and Eugene White, chairman of Andahl.

Bob Lindon has changed his position as support manager for the Southern branch of Redifon Computers, to Northern Regional support manager for the company.

KJENZLE Computers has opened a new office in Tolworth Towers, The Floor, Lov Lane, Ewell Road, Ewell, Surrey. Regional manager is Michael Jenkins.

TEL-EPRINTER Equipment has established a Northern area unit centre at 6-8 Wrigley Street, Farnworth, Manchester. Tel: 061 7111. Heading the operation will be Martin McLeath who has been recruited from the company's Tring headquarters.

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1984 is coming a year early, says Parslow

"WIEN Orwell predicted 1984 as the year of totalitarian rule, he was a year late," So said Brunel University's Professor Bob Parslow at an international gathering of DP specialists at Frey's closing session of the IKD in Berlin.

The IKD - International Congress Ihr Datenverarbeitung - is a biennial gathering of DP experts which discusses world topics in computing.

This year it dealt with "the mystery of information technology," addressing such subjects as computing in the third world, the role of women in DP, and how the world of work would be affected by technology.

Unrest

Parslow expanded on his theme about accelerating unemployment and the resulting unrest in a talk entitled "Will democracy survive technology?" Although some dismissed his predictions as scaremongering he pointed at present developments which linked him to a disturbing picture of the future.

Danger

"If we include the monitoring of communications and the control of news media, we already have the means of establishing a 1984 regime."

He went on to demonstrate that this could happen by 1983, citing the evolution of microelectronics, robotics and office automation as threats to the white collar jobs of millions.

Obsolete tasks like shorthand and production line assembly would give rise to 20% unemployment by 1983 - and that was the most conservative estimate, said Parslow.

That would lead to an increase in vandalism and more activity from political extremists, which in

turn would unleash backlash of repression and a totalitarian regime, he argued.

The breakdown on law and order could come very quickly, he warned, and pointed at the riots in Miami and Bristol as proof. "A young, male, unskilled black in Birmingham already knows he has almost no chance of getting a job while he's at school. You can't tell that in those circumstances, such civil unrest is merely coincidence," he said.

UK delegates, however, were relieved to find that Prof Parslow's own information retrieval system seemed to be playing up. His next example, gleaned from a German (could it have been East German?) paper was that rioting miners on a protest march from Cardiff had wrecked Eton.

Exaggerated

It turned out they had grossly exaggerated a fairly minor demonstration by a group of unemployed at the Top People's public school.

Hewitt pointed out that such an objection would make little sense

REPORTS in the Press that the National Council for Civil Liberties was objecting to the sale of lists of postcodes have turned out to be untrue. Patricia Hewitt, NCCL General Secretary, has been quoted as describing the sale of the lists by the Post Office as "a gross infringement of privacy", but she told Computer Weekly, "I never said that."

Hewitt pointed out that such an objection would make little sense

since postcodes are already published in electoral registers.

Concern had been expressed that lists of addresses with postcodes could be used for "redlining", that is, designating the inhabitants of certain areas as bad credit risks.

Regarding the prospects for data protection legislation in the UK, Hewitt said she was expecting a "fairly positive" statement on the subject from Home Secretary William Whitelaw at Christmas.

Objections to the setting up of a new quango, the Data Protection Authority, were still very strong within the Conservative Party, she said. Other forms of remedy for the people were being considered, she said, but many of these seemed to her "fairly pathetic."

The US was defensive about the question of information domination through its databases of news services and expand concern over the issue of intellectual property rights, especially with patents and the copyrighting of software.

The attitude of the US towards data protection continued a prudential dispute among officials dealing with the issue in one country. The French delegate said that the US would have to modify federal law that at present discriminates against foreigners.

PETER Mathews, director of Alltech Technology Initiative, has agreed to purchase the assets of Nascom Microcomputers from the receiver, W. H. Cork & Gully, in order to create Nascom International which will trade under the original name.

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"But new Kommy is surprisingly stable, and TP 200, which will give all the facilities to design and develop applications is just around the corner."

"I know that development staff do not like writing in Cobol, but you have to convince them that 2900 is a high-level machine and so uses high-level languages," he declared.

"Users are beginning to want to move to native TP Option, but

they have doubt about performance. It is rather like Liverpool versus Southampton: Liverpool is said and solid and a little unexciting; Southampton has flair and promise, but is unproven."

That was the unequivocal message to the ICL 2900 Club from Keith Wattam of Gresham Computer Services.

An orange 1900 is of course a 2900 running under DME, and Wattam acknowledged that users were wary about moving from George 3 to VMEB.

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Policy without the co-operation of users not possible

PROBLEMS are emerging as a result of the invasion of electronics into the field of communications technology. All of a sudden, there are applications of unexpected dimensions.

The users now are industry, commerce, and government.

ERNST WEISS, chairman of the International Telecommunications User Group, argues that the main standards-formulating body, CCITT, cannot do its job efficiently without taking into account the views of users.

Nevertheless, with the invasion of electronics into the field of communications technology problems are emerging. All of a sudden there

Data collection from Hewlett-Packard: helping manufacturers put it all together.



"It's not usually to solve problems. So I need accurate information from all around the plant. And it's right up to that point." - DPMANAGER

"All I know is that a system has got to be easy to use. If it has to learn about computers? I'm concerned about what kind of service do they offer? Will they be around next year?" - DPMANAGER

"Tailoring and implementing an existing system can be a long and costly job. And we just can't afford to put off the most important problems that need our constant attention." - DPMANAGER

"Staying on top of shop floor operations calls for accurate, up-to-the-minute information. So you can detect trouble spots in time to do something about them. And plan well enough ahead to keep your product on schedule."

"Once entered, your data is immediately available for processing, storing, or updating a data base."

"A system that speaks your language."

"Our new DATACAP/1000 software helps make it easy to set up a complete data capture system that meets the exact needs of your plant operations so your DPM staff can concentrate on more pressing problems. By answering a series of questions (in plain English) about the kinds of data you need, your system designs a tailor-made

light; they'll tell your plant personnel exactly what information to enter. All your people can press a few keys; then get back to their business."

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are applications of unexpected dimensions.

Dissatisfaction

The postal authority as network carrier is charged by the public to satisfy all demand but it does not know where the market is. Then the postal authorities and the manufacturers begin experimenting and dissatisfaction spreads, because demand for a better form of communication is growing faster than it can be satisfied through conventional practices.

Nevertheless, with the invasion of electronics into the field of communications technology problems are emerging. All of a sudden there

is concern up to the level of the Consultative Committee on International Telegraphy and Telephony, which is part of the International Telecommunications Union, to protect and maintain the functioning of the public network as well as to protect domestic telecommunications industries and keep them economically viable after material, wages and salaries.

This has brought an important change in the position of the organisations which use them. The classical border between communications technology and operational organisation theory is softening, since it is recognised that the dissemination of data is becoming more and more a question of transportation of information from one place to another.

Data transfer clearly involves telecommunication technology. On the other hand, it is not enough just to improve communications performance. Rather information handling requirements must be identified and the workplace studied and systematically analysed – and that clearly involves organisational theory.

2 Because of a series of factors – such as politics, capacity of the supplier industry and economic developments – there are different developments in different national areas.

For example, some countries' postal authorities are more open minded or liberal towards private activity in the terminal equipment market than others.

Transborder data flows cannot be cut off in any way, neither technically nor administratively.

But attempts at restrictions in different countries give rise to much manoeuvring, lobbying, elaborate subcontracting arrangements and any other tricks that can be dreamt up.

3 And finally, users are beginning to notice that the operational cost of telecommunications is becoming a considerable factor.

They are noticing that telecommunications costs need no longer be seen as public fees dictated by fate, because there are rational alternatives.

Thus national users associations are being formed in many European states. Over 10 years ago the forerunner of the Telecommunications Managers' Association was founded in the UK and is now the biggest telecommunications users' association in Europe.

Similar associations now exist in Belgium, France, Switzerland, and since September 1978 also in Germany – the Deutsche Telekom.

The role of these is to represent the interests of commercial, or rather, business telecommunications users within the national area. Rights and technical problems can be more effectively presented if they carry the weight of a majority.

Problem areas are pre-filtered here in order to formulate individual cases and partially emotionally accentuated reports in an objective manner.

The International Telecommunications User Group (Intug) has existed since 1974. It is a parent organisation of national user associations on the one hand, and a union of internationally active user associations on the other.

The members of this union at present are the following:

Belgian Telecommunications Managers' Association of Belgium (TMA); UK: Telecommunications Managers' Association, part of the Institute of Administrative Management (TMA);

French Association des Usagers de l'Information et des Télécommunications (AUFIT); Germany: Deutsche Telekom; Japan: Federal Japan Communications Association (FJCA); the European Association of Information Services in West Germany (EVIS); the European Space Agency; and the International Press Information Centre (IPTC).

Intug attempts to represent users in such international bodies as the ITU, CCITT, CEP, EC, Unesco and the IMCO which concern themselves either exclusively or in part with questions of international telecommunications.

This is a very difficult mission since in the international realm, the user has been viewed as an incompetent consumer.

But these opinions are yesterday's news. We know that telecommunications is the most important economic factor in the industrial economy after material, wages and salaries.

This has brought an important change in the position of the organisations which use them. The classical border between communications technology and operational organisation theory is softening, since it is recognised that the dissemination of data is becoming more and more a question of transportation of information from one place to another.

According to the latest data, business users represent one third of the market, and are beginning to be a productive economic factor. Here we find ourselves at home.

Intug has had observer status with the CCITT since May 1, 1979. CCITT is the standard body of the International Telecommunications Union. For the privilege of being present at CCITT general assembly meetings, Intug pays 13,000 SFM each year.

On June 17, 1979, the chairman of Intug, Alex Tomkei, from Shell, posed the following four questions on the general situation in international telecommunications, to CCITT president Burtz:

Questions

1 What measures have been adopted by member administrations to simplify administrative requirements and reduce production costs for suppliers through national standardisation and, if possible, by the use of standardised and systematic qualification procedures and thus allow shorter lead times for user implementation of new technologies and reduce the resulting costs?

2 What procedures could be adopted to bridge the time gap between the appearance of technological innovations which obviously necessitate international standardisation and the introduction of CCITT standards?

3 What possibilities are there for making fees for international services in the field of telecommunications so understandable that even users can understand and use them?

4 What position does the CCITT take towards the postal authorities concerning the opinion of the problem of star network carriers?

5 What possibility does the CCITT see of co-operation with representatives of the telecommunications community to ensure that telecommunications facilities and services fulfill users' social and commercial requirements?

On August 7, 1979, Burtz answered us with a simple statement described in three pages that is not for us, as observers, to ask questions and we should refer our questions to the national post offices, which could present the questions at members of the CCITT.

To conclude, we now hold a better position and the CCITT is better prepared to talk to us directly. What results we will achieve depends to a large degree on our selves.

The user community is well aware of its role in international telecommunications politics. The postal authorities and manufacturers have also recognised the productive telecommunications policy without the co-operation of users is no longer possible.

Packet switching is found to cut costs by Morris Edwards

PACKET switching appears the most cost-effective technique for integrating voice and data applications in a common communications system.

This is the somewhat surprising conclusion of a study performed for the US Defence Department by consultants Network Analysis Corp of Great Neck, New York.

NAC based its study on projected traffic volume for the Pentagon's Autovon voice network and Autodin's 11 data network. It found the potential monthly cost savings with packet switching range from \$1 million to more than \$70 million, depending on the volume of data carried and the voice digitisation rate employed.

With fast circuit switching, a circuit is established for each message when it is ready to be sent and disconnected after transmission, so that transmission facilities are not dedicated to the user during idle "think-time" periods.

In the hybrid switching mode, the transmission and switching facilities are dynamically shared between traffic using both circuit and packet switching.

Voice is accommodated by circuit switching, interactive data applications by packet switching and bulk data applications by either type, depending on the operating discipline selected.

NAC examined two options for sharing transmission capacity: one fixed boundary frame management, where the partition of link capacity is fixed; and two, moveable boundary frame management, where a boundary is assigned between the packet and circuit transmission capacities, but where packet switched traffic can dynamically utilise idle channel capacity assigned to the circuit-switched mode.

As for the delay factors, empirical tests at Bell Labs indicate that most users experience difficulty in voice conversation if delays in excess of 600 milliseconds are inserted at the beginning of speech segments.

Delays of 300 milliseconds are imperceptible, while delays of one second or more are intolerable. Accordingly, NAC assumed network boundaries to give a nominal end-to-end packet delay of 200 milliseconds for interactive data users and packet voice, and 600 milliseconds for bulk data applications.

In the packet voice network, NAC assumed that speech is digitised in the user headset but packetised at the background switch (See Figure 1).

This conclusion is also independent of whether voice and data are carried on separate networks or a single integrated network.

Backbone network costs for alternatives to packet switching range from 30% to over 1,700% higher than packet switching.

With regard to the vocoder bit rate, NAC says traditional circuit switching could gain the greatest cost savings by using low-rate digitisers.

However, even with 2.4K-bps devices, traditional circuit-switching network costs are higher than those of packet switching networks using 1/2K-bps digitisers.

Both the relative and absolute cost savings achieved by packet switching increase as the voice digitisation rate increases.

NAC also found the moving boundary frame management strategy in hybrid switching to be slightly more cost-effective than the fixed version. However, the cost difference had an upper boundary of only 5% within the range of parameters investigated.

NAC recommends that, with hybrid switching, bulk data applications should either use a longer packet size or be served by the packet-switched subnet.

Segregated voice and data networks result in only slight cost increases over an integrated voice and data network for all the switching technologies considered.

Further, segregated packet systems for voice and data cost less than integrated systems using either hybrid- or circuit-switching technologies.

Since packet switching is more suitable for applications such as conferencing and sending messages to multiple destinations, if such applications have been included in the study, packet switching would have been even

sited distribution of intelligence between terminal and network.

This buffer compensates for delays in packet arrivals to preserve the continuity of the reconstructed speech.

For its study, NAC considered voice digitisation rates varying from 2.4K to 64K-bps. Data traffic was assumed to be 50% bulk data and 50% interactive data applications, and so dedicated over a wide range of sensitivity analysis.

For line cost, NAC used the tariffs for AT&T's dataphone digital service. NAC notes that, in its switch analysis, no allowance was made for the use of speech compression techniques, though such techniques may become available. Further studies are being considered to examine these options.

On the basis of total backbone network costs, with specific traffic patterns, NAC gives this ranking of switching technologies in order of cost-effectiveness: packet switching, hybrid switching, ideal circuit switching, fast circuit switching and traditional circuit switching.

Ideal circuit switching, which assumes instantaneous call setup and disconnection, is not physically realisable, but was considered to give a lower bound on transmission costs for circuit-switching technology.

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Edwards

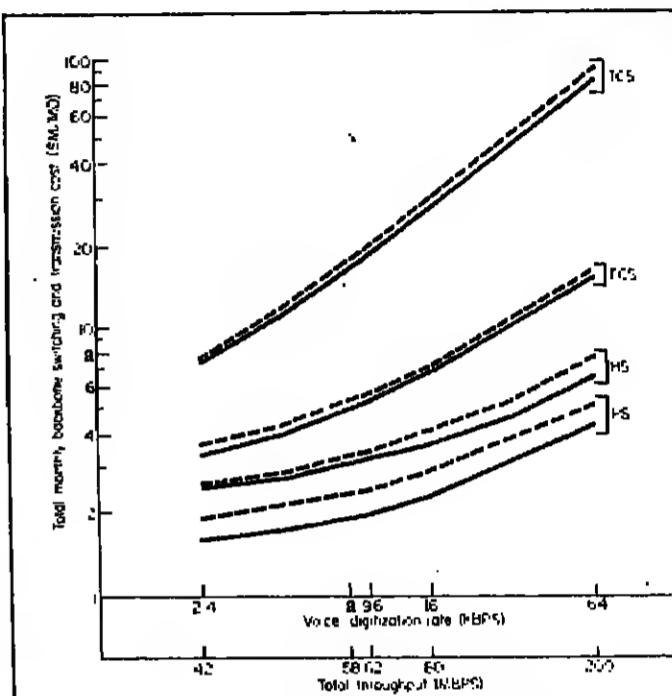


Figure 2. Comparison of network costs for different switch technologies. The graph shows packet switching (PS) to be more cost-effective than hybrid switching (HS), fast circuit switching (FC) and traditional circuit switching (TC) over a range of voice digitisation rates from 2.4K to 64K bps.

Costs: 2,700 erlangs voice traffic digitised at the VDR rates indicated. 36.15 MBPS data traffic, 50% bulk, 50% interactive. Current hardware costs. Hardware costs include installation, operation and maintenance, based on a 10-year plan. Transmitter costs include mileage and termination charges. Cost of voice digitisation devices not included.

more cost-effective.

Also, packet switching offers operational advantages over the other technologies. For instance, it can readily accommodate a variety of priority schemes without dedicating transmission resources, unlike circuit switching.

Interoperability could be a significant problem during the evolution of integrated voice and data networks, so this feature of packet switching could be most useful.

However, packet switching offers the potential for better performance in abstracting the text of mail and the use of artificial intelligence techniques in improving retrieval from databases, were two of the ideas put forward at the first conference of the American Association for AI, held at Palo Alto, California.

Evidence that computer manufacturers are now showing interest in AI came from the presence of IBM, Hewlett-Packard and Texas Instruments representatives.

The abstracting project was described by Lance Miller of IBM Yorktown Heights, who called it Ep

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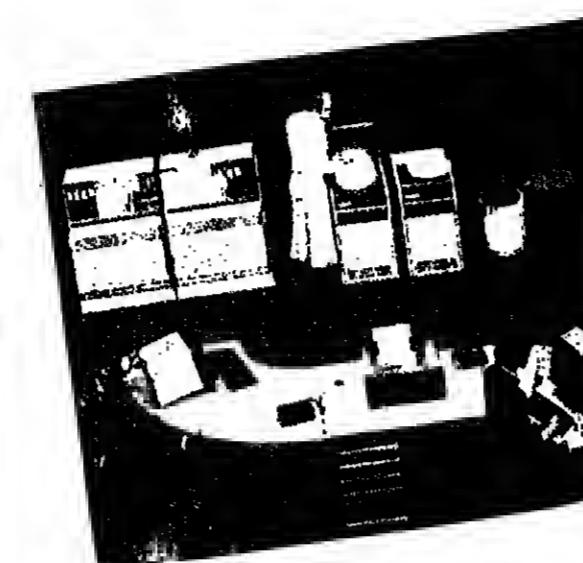
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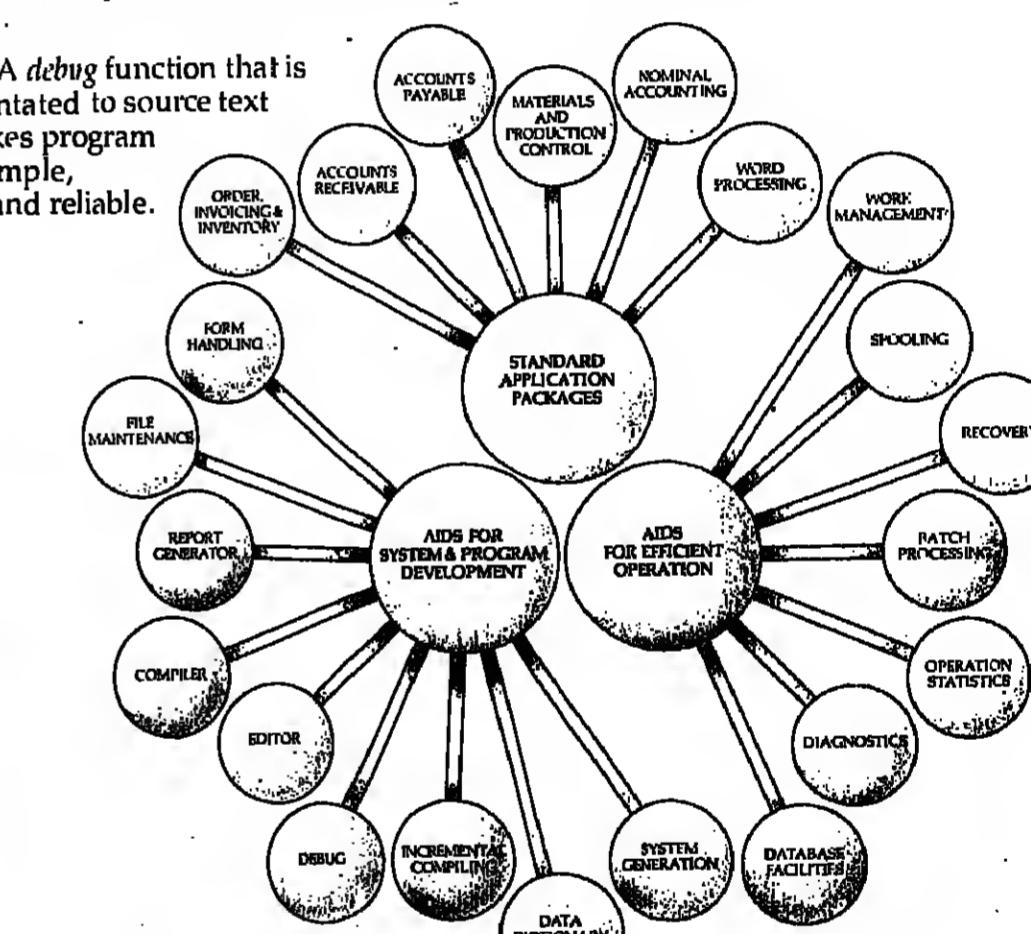
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A leading international consultancy organisation, are engaged in a major new mini-computer venture, and need experienced programmers to join their well established team of people developing and marketing a range of applications software, to various industries. There are three new positions available, due to expansion of the division, and to apply, it is essential to have at least three years experience in a small machine environment, and be accomplished in either BASIC or DIBOL language, also to be educated to degree standard, preferably a science or related subject. This is a superb opportunity to join a 'blue-chip' company who can offer variety, quality of experience and excellent career prospects.

Contact: Janet Chivers

**T.P. Design and Implementation
to £29,000 + benefits**

Our client, a major company in the Insurance business has an immediate vacancy for a Senior Programmer to join their Software Support team. The successful candidate will be part of various new Real Time projects in addition to a possible major or vertical of existing systems and the introduction of a mini-computer. Applicants, sound COBOL/PLAN Programmers, will have either specialised to a great extent in, or have some knowledge of, on-line systems such as TPS, DRIVER, COMMUNICATIONS MANAGER etc. Projects are extremely challenging technically and the company offers a career which can include contributory pension, interest free season ticket loan and many others including flexi-time.

Contact: Margaret Stevens

**CICS/COBOL Programmers
Surrey****neg. c. £9,000**

There is an immediate requirement for sound, good quality programming staff to work at a modern and developing IBM installation in Surrey. Proficiency with COBOL is essential and experience of CICS desirable while familiarity with DOS and DL/I is particularly relevant. Applicants should have a good education and a computing background including some systems design and development within a commercial or financial environment.

This would be an excellent opportunity for programmers to make the first move into consultancy with an established and progressive systems house.

Contact: Margaret Stevens

**Analyst Programmers
Wembley****£8,000 - £10,000 neg.**

A well-known computer services company is looking for highly motivated personnel, capable of fitting into a fast moving and varied commercial environment. Applicants will join a small established team of d.p. professionals. Successful candidates will be competent Analyst Programmers with good commercial applications experience and be able to demonstrate a sound working knowledge of COBOL and IBM JCL. The ability to communicate well with clients is important as is the drive to succeed in this challenging environment.

Salary is negotiable according to relevant experience and the usual fringe benefits apply associated with a large organisation.

Contact: Margaret Stevens

**Programmer
Kent****£8,500**

A well established international organisation has a vacancy for a Programmer to join a team developing commercial applications. The company currently operates an ICL 1900 but is expecting to up-grade the installation next year.

Applicants should have at least eighteen months experience of COBOL, preferably on ICL equipment and be enthusiastic to develop real-time, on-line and database systems.

This is an ideal opportunity to work in a professional environment and learn new techniques.

Contact: Jim Baker

**EDP AUDIT
& Commensurate with experience**

A UK subsidiary of a multinational electronics and telecommunications manufacturing company, are looking for expertise in system audit, to join their Internal Audit Division. It is essential to have a formal accounting qualification or relevant degree, with experience of audit from a public practice or large company, at least 2 years exposure to data processing with knowledge of COBOL programming, analysis and design of large applications systems. On-line or real-time experience would be a definite advantage. Occasionally the necessity to travel within the UK will arise.

Contact: Janet Chivers

**JAMES BAKER ASSOCIATES,
International Personnel Consultants,
32 Savile Row, London W1.
Tel: 01-439 9311**

data scene

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IBM System 3 RPG II Programmer
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DEC RSTS/E Basic + 2 RMS Analyst
NCR COBOL 74 Programmer
Philips Hardware/Software Programmers
Philips Realtime Assembler Programmers
IBM COBOL Mk. IV Programmer

For further information contact our Resources Administrator, Teresh Gillek on 01-439 1856.

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The Computing Section is responsible for the planning, control and delivery of new systems to all departments within the Supermarket and has recently acquired an Amstrad 1000 and a PBM 1750 Computer. The successful applicant will work principally within the Assembler Group which develops, maintains and supports the use of applications software.

Salary at an appropriate point on the 17 Scale for Other Junior Staff £4,705-£7,000 (Local London review), according to age, experience and qualifications.

To strengthen the development team we require SPECIALIST PROGRAMMER with experience in ASSEMBLER/C.I.C.S./COBOL. A knowledge of DOS and POWER would also be useful.

Our attractive benefits package includes an interest free season ticket loan, subsidised staff restaurant, sports facilities and share option and profit sharing schemes.

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J. Baskins Ltd., Stamford House
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The successful candidate will head up a new small team as the focal point for all Technical Support to both Management Services and Users, to be responsible also for:-

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A manufacturing company in Essex are seeking an Experienced Computer Professional to assume the role of Data Processing Manager. The successful applicant will have extensive knowledge of RPG11 gained as an Analyst/Programmer on IBM STS34 systems. Pleasant working conditions will be found. Salary is completely negotiable according to age and experience.

SYSTEMS PROGRAMMER

c £8,000
A large institution in Central London are looking for a Systems Programmer who has been using COBOL and PL/I for 2 years on a large 2900 VME B site. The successful applicant will have a thorough working knowledge of ICL software and micros. Many applications are currently in operation at this large site including all the latest techniques of Databases, Transaction Processing, Batch and Multi-Access Computing. Experience within a Communications Environment would be advantageous but is not necessarily essential. Full training is available.

PROGRAMMER

£8,000
An ICL COBOL Programmer with twelve to eighteen months' experience is required by a company based in West London. A knowledge of on-line systems (MTS and packages) and the low level language used on the 1501 would be an added advantage. Our clients have two other installations which are currently being linked to the London site. As an expanding and developing installation they guarantee a full and varied day's work.

Ref. 3072

£8,000

An ICL COBOL Programmer with twelve to eighteen months' experience is required by a company based in West London. A knowledge of on-line systems (MTS and packages) and the low level language used on the 1501 would be an added advantage. Our clients have two other installations which are currently being linked to the London site. As an expanding and developing installation they guarantee a full and varied day's work.

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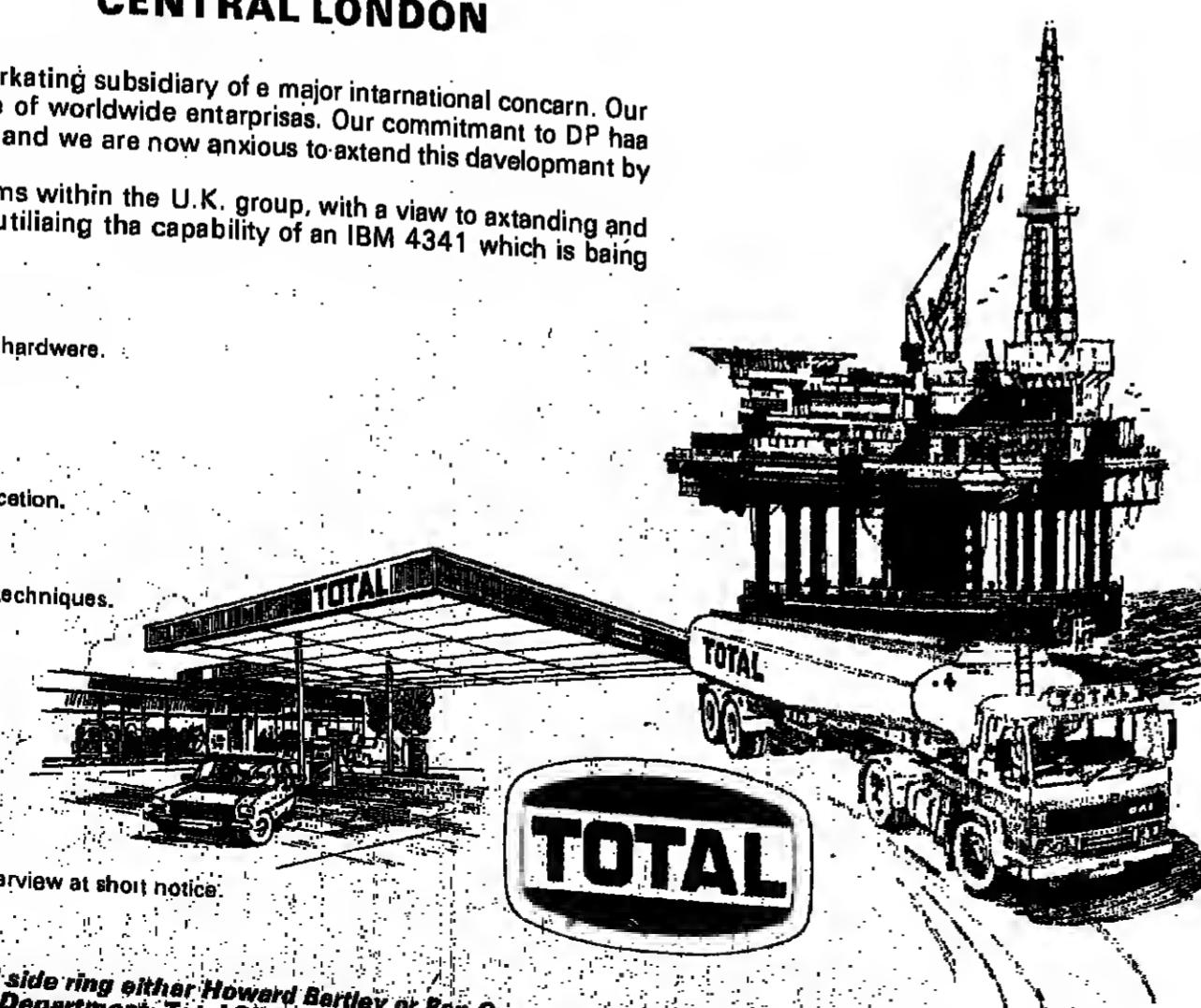
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For further details on the technical side ring either Howard Bartley or Ron Gregory or for an application form contact Personnel Department, Total Oil Great Britain Limited, 33 Cavendish Square, London, W1. (Tel. No. 499 6363)

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The Informatics International Group of Companies hardly needs introducing — we have been providing secure, growth-potential opportunities to talented professionals for over 11 years in Britain, the US and Europe and our record for keeping valued personnel is the envy of our competitors. A further planned expansion phase has created numerous opportunities for IBM Systems Designers, Analyst/Programmers and Programmers with experience of either PL/1, MK IV or IMS DB/DC.

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COMPUTER WEEKLY

OCTOBER 30, 1980

RECRUITMENT & EDUCATION SUPPLEMENT

the most informative publication of its kind in the UK

In spite of rising unemployment the computer industry continues in its demand for a regular supply of qualified computer people. As the market expands, so does the need for new skills and abilities. Although more and more training facilities are available, the chronic shortage of manpower remains, causing a major problem for all companies involved with computers.

Our annual Computer Weekly recruitment and education supplement, especially planned to coincide with and be available at Compec '80 — Britain's biggest computer exhibition — will be packed full of valuable information covering the whole spectrum of the computer job market. Editorial contribution will be substantial, appealing to data processing professionals, as well as the next generation of young people who will be required to take up the

challenge and share in the achievements of the next decade and beyond.

This year's supplement will be published on October 30 and distributed in the normal way to all Computer Weekly readers. Copies will also be available to visitors from the Computer Weekly stand at Compec. Last year, some 34,745 visitors attended the exhibition.

The supplement is a unique publication, being the only newspaper of its kind produced in the U.K. dealing specifically with the subject of careers and job opportunities for DP personnel. The combination of the supplement's extensive editorial support, the large circulation, and Computer Weekly's standing in the industry, means this supplement is a must for recruitment advertisers.

Computer Weekly has the largest circulation in the specialist computer press (91,656 ABC July-Dec 1979). This has increased continually over the years to reflect the ever growing number of personnel in the computer industry. Additionally, and equally important, the newspaper has the highest number of individually requested copies of any weekly computer publication.

For further details regarding the supplement and the special Compec free computerised recruitment service, contact your nearest Computer Weekly Classified Office: London: 01-261 8028/8019/8174/8097. Manchester: 061-872 8861. Birmingham: 021-356 4838.

Published to coincide with and be available at

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You will work within the European marketing group, reporting to the European Product and Planning Manager. You will be trained at the company's corporate HQ in the USA, and thereafter will travel as required to the USA and Europe. You will have the exciting opportunity to manage products from inception to obsolescence.

Your personal qualities must include:

- a) Commercial awareness.
- b) Strong motivating personality.

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- * Performance bonus

The appointments will be for at least 12 months on single status basis. If you feel that you would like to take this opportunity of working in the Middle East for a British company of high standing...

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c. £15,000 + accom. allowance

A major consultancy operating solely in Kuwait have urgent requirements for database experts to work with a number of clients on a variety of projects.

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3. TOTAL NCR D.I.L. Administrator
4. DMSS2 Burroughs D.I.L. Designer

These positions are for highly experienced individuals with a minimum of 3 years data base involvement in commercial environments. You will enjoy excellent working conditions and a first class benefits package as well as tax free salary.

Contact: Margaret Stevens

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Our client is a leading commercial organisation, situated in the centre of Paris, with a commitment to develop computer systems on a number of continents around the world. They now wish to appoint a Project Leader to take responsibility for the development of commercial applications in various divisions of the Company.

Candidates, preferably graduates in Economics with at least two years experience in d.p., should be able to work with user departments in providing business systems on mini-computers. Knowledge of financial modelling and planning, on line and database techniques would be an asset. Salaries are negotiable according to experience.

Contact: Jim Baker

Project Leaders and Systems Programmers

c. £15,000 Tax Free + Accom. Allow.

One of the leading Consultancies in the Gulf area wish to strengthen several of their teams covering diverse application areas.

Commercial Project leaders with very strong IBM 170 and COBOL backgrounds are required. You will have a good design record and possibly exposure to CICS and on line applications.

Systems Programmers with at least 2 years CICS experience plus in depth knowledge of the OS operating system are required to support and maintain client sites.

Contact: Brian Postles

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£11,000

A leading systems house has a requirement for a technical author to lead a team of experienced people writing manuals for hardware and software products. Ideally a minimum of five years technical writing covering areas from operating systems through all aspects of software development to engineering guides.

Every assistance will be given in relocation, including finding new accommodation for the appointee and family if necessary. Consideration will be given for a contract appointment, but preference to fill the post permanently is of prime importance.

Contact: Janet Chivers

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Dismissals in general: Know the law

UP TO now, I have concentrated on the redundancy aspect of the Employment Protection Act. Let us now discuss the implications of dismissal in general, as opposed to redundancy in particular.

Basically, the Act identifies three circumstances in which the employees can be categorised as having been dismissed: the employee's contract of employment is terminated by the employer, with or without notice; the employee's fixed-term contract of employment expires and is not renewed; the employee terminates his or her own employment, with or without notice, because of circumstances created by the employer.

A full week's pay must be paid for each week of entirety of the notice period, whether or not any work is done.

Entitlement

If the reason for absence is sickness and the employee is receiving sick pay from the DHSS, the employer can deduct such payments when calculating the employee's entitlement. In circumstances where the employee is not receiving sick pay, the full amount must be paid by the employer. This applies in circumstances of redundancy or dismissal.

Where an employee terminates his or her own employment, then these rights apply during the notice period until the employee leaves the service of the employer in pursuance of the notice.

Consent

Here are just a few of them to give you the flavor: Reducing pay; changing hours; changing the job function; changing the place of work; cancelling free transport and suspension without pay.

If this kind of action is taken by the employer without the employee's consent, or contrary to the agreed terms of employment, then an employee can claim to have been dismissed.

There are precedents of employees having successfully claimed unfair dismissal as a result of antagonistic behaviour on the part of the employer and threats of "resign or be sacked".

If the employer unreasonably refuses to provide a full statement of the reasons for dismissal, or makes a statement containing untrue or inadequate information, or the result of a hearing before an industrial tribunal is likely to lead to an award of two weeks' pay in compensation, and the use of the said document as admissible evidence in any subsequent proceedings for unfair dismissal.

Notice

Many employees work within the terms of an individually negotiated formal contract of employment. Such a document typically provides for a notice period of between one and three months. However, most people work to a statutory minimum period of notice which is ref-

ined within 14 days of application.

For example, if an employee has been in continuous service with an employer for 6 months or more, he is entitled to request a written statement giving details of the reasons for dismissal, if the employer terminates the contract of employment, or refuses to renew a fixed-term contract of employment. Such a request must be satisfied within 14 days of application.

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